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The Immigrant Labour Force Analysis Series

The 2008 Canadian Immigrant Labour Market: Analysis of Quality of Employment

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Symbols

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.	not available for any reference period
..	not available for a specific reference period
...	not applicable
0	true zero or a value rounded to zero
0s	value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded
p	preliminary
r	revised
x	suppressed to meet the confidentiality requirements of the *Statistics Act*
E	use with caution
F	too unreliable to be published

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Executive summary

Employment quality can be defined in many different ways, and go beyond the scope of the individual and extend to the organization or society at large. For this report, which uses a framework under development by an international Task Force headed by Canada, with participation from the United Nations (UN) and International Labour Organization (ILO), employment quality includes an individual's safety at work, their financial and non-financial remuneration, working hours and work-life balance, job stability, social dialogue, skills development and job satisfaction.

Using this international framework, we can identify some indicators available at Statistics Canada to illustrate the employment quality for both the Canadian born and immigrants. In this report, the main sources of employment quality indicators come from Canada's Labour Force Survey, the Workplace Employee Survey and the Canadian Community Health Survey.

This report focuses on a comparison of immigrants to Canadian-born workers. When comparing different groups of individuals, understanding any differences in age structure, sex, education, job tenure, firm size and occupation is important as it may explain some of the differences observed. In 2008, employed immigrants aged 25 to 54, particularly those who landed more recently, were younger, more likely to be male, had higher levels of post-secondary education, were more likely to work for smaller firms and tended to be in different occupational groups than Canadian-born workers.

The traditional indicators for assessing employment quality, particularly when comparing immigrants with the Canadian born, have been wage-related. A number of Canadian studies have shown that immigrant wages generally lag behind those of the Canadian born, although the gaps narrow with longer time since landing. When analyzing data from the 2008 Labour Force Survey, immigrant employees from most periods of landing and occupational groups, had hourly wage rates which were below those of their Canadian-born counterparts, although the gaps were narrower for those immigrants who landed in Canada more than 10 years earlier.

Using the international framework to go beyond just wage indicators, we get a more robust picture of the employment quality of immigrants and the Canadian born. While immigrant and Canadian-born workers had some similar employment quality characteristics (e.g., share of multiple-job holders, working part time, access to certain flexible work arrangements and on-the-job training), there were differences in other employment quality indicators (e.g., immigrants had a lower share of workplace injuries, lower share of union coverage, higher shares of involuntary part-time work, higher shares of temporary jobs, lower shares of employer-sponsored pension plans and life insurance coverage compared with the Canadian born). Many of the gaps between immigrants who landed more than 10 years earlier and Canadian born were narrower than those of immigrants who landed more recently.

The 2008 Canadian Immigrant Labour Market: Analysis of Quality of Employment

by Jason Gilmore

1 Quality of Employment for Immigrants to Canada

What is quality of employment? To answer this question, this report will rely on a framework of employment quality[1] currently under development by a task force of statistical agencies and international agencies, including the United Nations and the International Labour Organization (see Employment Quality Framework, below, for details). Recognizing that work is something that delivers a large variety of benefits and negativities to individuals and societies, and individual and societal tastes for what they want from work are equally varied, the framework used here is broad in nature, with many dimensions and indicators. This framework is primarily designed to measure quality of employment from the perspective of the *individual* or worker.

This report will use this framework to present data that sheds light on the similarities and differences in terms of employment quality between immigrant and Canadian-born workers. The report is intended to document of the job quality for both immigrants and the Canadian born in the Canadian labour market. There are no modelling or control measures used in this report to adjust for differences in length of job tenure, occupation or education, which are known to be associated with some of these job quality indicators. While references to articles or sources that could be used to try to understand why any differences in immigrant and Canadian born results may exist are provided, the report itself is not designed to answer these questions. However, an upcoming Statistics Canada report will examine these indicators and their various associative characteristics through more rigorous analytical modelling.

In many instances, data in this report will be presented based on the immigrant's time since landing: up to five years prior to their interview, more than five years to 10 years prior and more than 10 years. Data will be presented for employed persons of **core working-age** (i.e., those aged 25 to 54) and for older workers (aged 55 and over) separately. Most of the analysis, however, will focus on those of core working age.

1. United Nations Economic Commission for Europe (UNECE) and International Labour Organization (ILO). Task Force on Measuring the Quality of Work. "Statistical Measurement of Quality of Employment", draft paper, July 2009.

Immigration data from the Labour Force Survey

Beginning in January 2006, five additional questions were added to the Labour Force Survey (LFS) to identify immigrants and to determine when they landed in Canada (year and month for those landing within the previous five years), and the country in which they received their highest level of educational attainment greater than high school. The questions are as follows:

In what country was ... born?

Is ... now, or has he/she ever been, a landed immigrant in Canada?

In what year did ... first become a landed immigrant?

In what month?

In what country did ... complete his/her highest degree, certificate or diploma?

Since these questions are in the LFS every month, analysts and researchers have a continuous data series they can use to monitor immigration employment patterns and trends.

General definitions:

Core working age: age 25 to 54 years. These individuals are more likely to have completed school and be available for full-time work and less likely to have entered retirement than those aged 15 to 24 or 55 and older.

Main job: unless otherwise specified, all references to a worker's 'occupation' or 'job' in this report refer to their main job, which is the one involving the greatest number of usual hours worked per week.

A complete list of definitions is found in Appendix I.

1.1 Background

This report is the latest in a series of analytical reports on the Canadian immigrant labour market, using data from the Labour Force Survey (LFS) and other sources. The previous reports, based on data from 2006 to 2007, showed that immigrants who landed within the previous 10 years had lower employment rates and higher unemployment rates than their Canadian-born counterparts. Immigrants who landed more than 10 years before the time of the survey had rates that were generally comparable to the Canadian born.

In one of the reports in the series, it was determined that immigrants aged 25 to 54 who were born in Southeast Asia – regardless of when they landed – or European-born who landed more than five years earlier had labour market outcomes that were comparable or better than the Canadian born. Immigrants born elsewhere had generally lower employment rates and higher unemployment rates, regardless of when they landed.

In another report in the series, which analyzed the 2007 employment rates of immigrants aged 25 to 54 with postsecondary diplomas or degrees, it was found that those who landed within the previous five years had lower employment rates, if they obtained their postsecondary education outside North America or Europe. Immigrants with university degrees from Canada, United States or Europe and who landed in Canada more than five years earlier had comparable employment rates to Canadian-born university graduates.

The previous reports on the immigrant labour market have acknowledged that an immigrant's labour market experience goes beyond simply whether or not they are employed.

1.1.1 Difficulties for immigrants in the Canadian labour market

The difficulties that immigrants to Canada – particularly those who have landed more recently – face in finding employment or finding employment related to their background and experiences are well-documented.[2,3,4,5,6,7,8] These difficulties can include, in no particular order: recognition of foreign credentials; comparative level of educational attainment; degree and length of experience abroad and within Canada; differences in quality of education in some countries; language barriers and related difficulties; varying strength of social networks; and knowledge of and information about the Canadian labour market. These issues are particularly relevant for those who have landed more recently.

1.1.2 Context for job quality

In order to contextualize the comparison of job quality characteristics between immigrants and the Canadian born, it is important to understand any similarities or differences in general demographics, education levels and main-job occupation information.

Immigrant worker's age, period of landing, sex, size of the firm where they are employed, educational attainment, occupational group, among others, can (and often do) differ from the Canadian born. Since these contextual variables have varying degrees of association with employment quality indicators discussed in this report, such as wages and non-wage benefits, job tenure and union coverage, they are presented in Appendix II to allow for a better understanding of any differences. An upcoming Statistics Canada report will examine these indicators and their various associative characteristics through more rigorous analytical modelling.

1.2 Job quality framework

While wages are traditionally used to assess job quality, there are many more measures that can be used.[9,10] Work schedules and work arrangements, job permanency, non-wage benefits, union coverage and formal and informal job training are some other employment quality characteristics.

This report uses the Framework for the Statistical Measure of Quality of Employment currently being developed by a group of statistical agencies from a number of developed countries in Europe and North America, along with the International Labour Organization (ILO) and the United Nations (UN).[11] The dimensions, and the statistical indicators nationally available for both immigrants and the Canadian born, are presented in the following table.

2. Galarneau, Diane and René Morissette. 2004. "Immigrants: Settling for less?" *Perspectives on Labour and Income*. Vol. 5, no. 6. Statistics Canada Catalogue no. 75-001-XIE. p. 5–16. *http://www.statcan.gc.ca/english/freepub/75-001-XIE/10604/art-1.htm* (accessed January 22, 2008).
3. Green, David A. and Christopher Worswick. 2002. *Earnings of Immigrant Men inCanada: The Roles of Labour Market Entry Effects and Returns to Foreign Experience*. Paper prepared for Citizenship and Immigration Canada. Vancouver, British Columbia. University of British Columbia.
4. Sweetman, Arthur. 2003. *Immigrant Source Country Education Quality and Canadian Labour Market Outcomes*. Kingston, Ontario. Queen's University, School of Policy Studies.
5. Chui, Tina and Kelly Tran. 2005. *Longitudinal Survey of Immigrants to Canada: Progress and Challenges of New Immigrants in the Workforce*. Statistics Canada Catalogue no. 89-615-XIE. Ottawa. *http://www.statcan.gc.ca/pub/89-615-x/89-615-x2005001-eng.htm* (accessed January 22, 2008).
6. Ferrer, Ana and W. Craig Riddell. 2004. *Education, Credentials and Immigrant Earnings*. University of British Columbia, Department of Economics.
7. Reitz, Jeffrey G. 2007. "Immigrant Employment Success in Canada, Part I: Individual and Contextual Causes." *Journal of International Migration and Integration* Vol. 8, no. 1. p. 11–36.
8. Public Policy Forum, November 2004. "Bringing Employers into the Immigration Debate Survey and Conference". *http://www.ppforum.ca/common/assets/publications/en/bringing_employers_into_the_immigration_debate.pdf* (accessed February 28, 2008).
9. Lin, Jane. 2008. "Trends in employment and wages, 2002 to 2007" *Perspectives on Labour and Income*. Vol. 9, no. 9 (September). Statistics Canada Catalogue 75-001-XIE, p 5-15 *http://www.statcan.gc.ca/pub/75-001-x/2008109/article/10694-eng.htm*.
10. Lowe, Graham. 2007. *21st Century Employment quality: Achieving What Workers Want*. Canadian Policy Research Networks. Research Report W 37, September 2007.
11. UNECE and ILO. Task Force on Measuring the Quality of Work, ibid.

Table 1
UN/ILO Dimensions of Quality of Employment Framework and list of available Statistics Canada Indicators

UN/ILO Quality of Employment Dimension	Available Statistics Canada indicators
Safety and ethics of employment	• Proportion of employed who had a work injurye
Income and benefits from employment	• Average hourly earnings • Wage distribution • Share of employees receiving non-wage benefits • Average length of paid annual leave
Working hours and balancing work and non-working life	• Average usual hours worked (main job, all jobs) • Share of employed working 50 or more hours of work per week • Share of employed working unpaid overtime • Share of employed in part time work and involuntary part time • Share of employed working more than one job (i.e, moonlighting) • Share of employees with flexible work schedules, including flexible hours, reduced workweek, compressed workweek
Stability and security of work, and social protection	• Share of employees in temporary jobs • Current job tenure
Social dialogue and workplace relationships	• Share of employed with collective bargaining coverage
Skills development and life-long learning	• Share of employees receiving job training • Over-qualification
Intrinsic nature of work	• Share of employees satisfied or very satisfied with their job

Source(s): United Nations Economic Commission for Europe (UNECE) and International Labour Organization (ILO), Task Force on Measuring the Quality of Work (December 2008). STC indicators come from Statistics Canada sources.

In this report, there are three main sources of data for the employment quality indicators: the Labour Force Survey (LFS 2008), the Workplace Employee Survey (WES 2005) and the Canadian Community Health Survey (CCHS 2003 and 2005). The detailed definitions of these indicators are found in Appendix I.

2 Safety and Ethics of Employment

2.1 Proportion of immigrants with a work-related injury in either 2003 or 2005 were lower than non-immigrants

In 2005, 2.6% of employed immigrants aged 25 to 54 had an activity-limiting workplace injury during the previous 12 months, which was lower than that of Canadian-born workers (3.9%). This was little changed

from 2003, with the percentages of workers reporting workplace injuries of 2.7% and 4.2%, respectively. Injuries data for 2003 based on occupational group are found in Appendix III.

Among older workers, the pattern was similar: in 2005, 1.9% of employed immigrants aged 55 and over reported an activity-limiting workplace injury during the previous 12 months, compared with 3.0% of older Canadian-born workers.

3 Income and benefits from employment

Of all employment quality measures, wages have been the most traditional analytical focus, at least in the Canadian context. Higher hourly wages are commonly associated with greater personal and collective socio-economic well-being. A number of Canadian studies, many based on Census data, have extensively studied earnings differentials between immigrants and the Canadian born; four of them point to greater earnings for Canadian born compared with immigrants, although the gaps often narrowed with increased time since landing.[12, 13, 14, 15]

3.1 Wage-related indicators

3.1.1 Canadian-born employees aged 25 to 54 earned $2.28 more per hour than immigrants

In 2008, the average hourly wage of a core working age Canadian-born employee was $23.72, while the average hourly wage of a Canadian immigrant employee was $21.44 – a gap of $2.28 per hour (Table 2). A gap existed regardless of when the immigrants landed, but was widest with immigrants who landed within the previous five years ($5.04), and narrowest with immigrants who landed more than 10 years before ($1.32).

The gap was wider for employees with university degrees. When comparing immigrants aged 25 to 54 with university degrees with their Canadian-born counterparts, there was a $5 hourly-wage gap in 2008 ($25.32 vs. $30.33). Although narrower, there was still a gap between university-educated immigrants who landed more than 10 years earlier and Canadian born degree-holders ($27.86 vs. $30.33).

Having worked at a current job for a relatively short period of time can mean lower wages compared with all employees. For example, Canadian-born employees aged 25 to 54 who have worked at their current job for no more than five years earned $2.36 less than Canadian-born employees of any job tenure (Table 2). When comparing Canadian-born employees and immigrant employees who landed within the previous five years, where both groups have job tenure of no more than five years, the gap in average hourly wages was $3.33, a smaller gap than for all Canadian-born and more recent immigrant employees with any job tenure ($5.04).

3.1.2 Immigrant employees aged 55 and over had an hourly wage similar to Canadian born

In 2008, the average hourly wage of older immigrant employees was 63 cents lower than their Canadian-born counterparts (Appendix IV). When looking at the results for older immigrants who landed more than 10 years earlier, which comprise the overwhelming majority of older immigrant workers, the gap was negligible, at 12 cents per hour.

12. Ostrovsky, Yuri. 2008. "Earnings Inequality and Earnings Instability of Immigrants in Canada". *Analytical Studies Branch Research Series*. No. 309, April 2008. Statistics Canada Catalogue No. 11F0019MIE. *http://www.statcan.gc.ca/pub/11f0019m/11f0019m2008309-eng.htm*.
13. Picot, Garnett and Arthur Sweetman. 2005. "The Deteriorating Economic Welfare of Immigrants and Possible Causes: Update 2005". *Analytical Studies Branch Research Series*. No. 262, June 2005. Statistics Canada Catalogue No. 11F0019MIE. *http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?lang=eng&catno=11F0019M2005262*
14. Aydemir, Abdurrahman and Mikal Skuterud. 2004. "Explaining the Deteriorating Entry Earnings of Canada's Immigrant Cohorts: 1966-2000". *Analytical Studies Branch Research Series*. No. 225, May 2004. Statistics Canada Catalogue No. 11F0019MIE. *http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?lang=eng&catno=11F0019M2004225*
15. Frenette, Marc and René Morissette. 2003. "Will they ever converge? Earnings of immigrant and Canadian-born workers over the last two decades". *Analytical Studies Branch Research Series*. No. 215, October 2003. Statistics Canada Catalogue No. 11F0019MIE. *http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?lang=eng&catno=11F0019M2003215*

3.1.3 Higher share of immigrants were earning under $10 per hour than Canadian-born employees

Looking beyond average wages, looking at the wage distribution of employees provides further insight into the differences between immigrants and Canadian born.

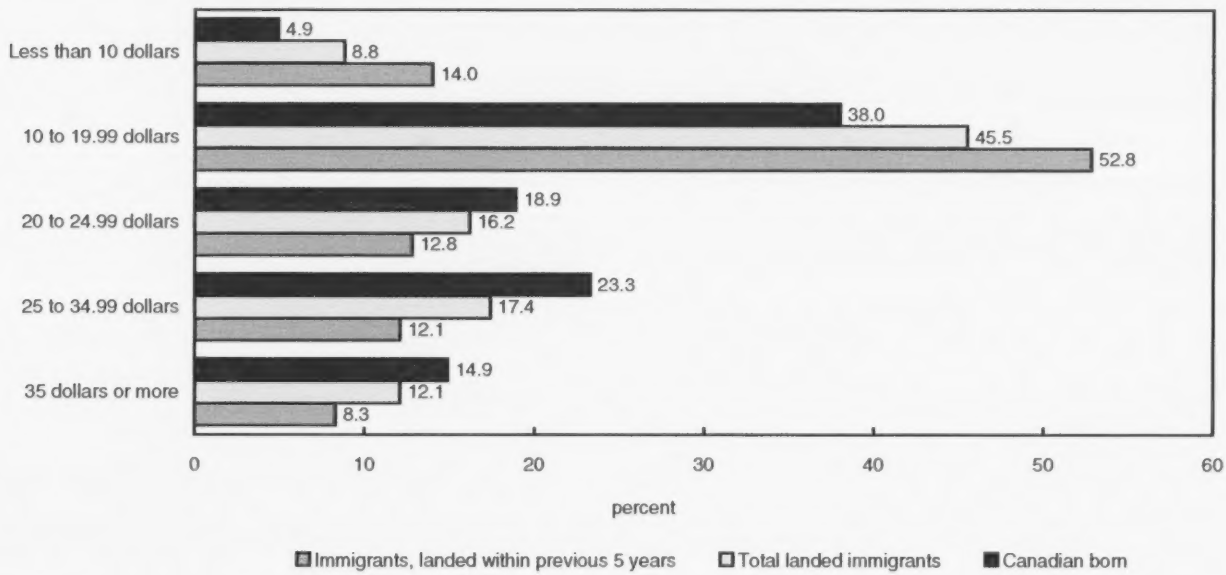
In 2008, the proportion of immigrants earning less than $10 per hour was 1.8 times higher than the Canadian born (Chart 1). At the other end of the spectrum, there was a lower share of immigrants earning $35 or more per hour than the Canadian born.

The largest gaps in wage distribution were between Canadian born employees and immigrants who landed within the previous five years. In 2008, for example, the share of these immigrants earning less than $10 per hour was nearly three times higher than Canadian-born employees, and the share of these immigrant employees who landed more recently earning $35 or more per hour was much lower than the Canadian born (Chart 1).

In 2008, even the shares of immigrant employees who landed in Canada more than 10 years earlier and were earning less than $10 per hour was greater than the Canadian born, and the share earning $35 or more per hour was less than Canadian-born employees (Table 2).

Wage comparisons based on occupational groups are found in Appendix III.

Chart 1
Average hourly wage distribution, employees aged 25-54, immigrants and Canadian born, 2008



3.2 Non-wage benefits

Non-wage benefits are measures of employment quality, as they relate to not only future personal benefits and family financial security (e.g., life insurance and pensions) but also to current health and well-being (e.g., dental care, supplemental medical coverage).

3.2.1 Share of immigrant employees with dental and extended health coverage similar to Canadian-born employees

In 2005, the share of immigrant employees with dental plans or supplementary medical coverage from their employer was similar to that of Canadian-born employees. This was true for immigrants regardless of their period of landing (Table 2) or broad occupational group (Appendix III).

For other non-wage benefits, specifically pension plans and life insurance coverage, however, the share of immigrants with access to them through their employer was lower than their Canadian-born counterparts. In 2005, the gap between immigrant employees participating in an employer-sponsored pension plan and participating Canadian-born employees was 8.6 percentage points – 28.4% vs. 37.0% (Table 2). When comparing the Canadian born with immigrants who landed more than 10 years earlier, there was still a gap of 5.0 percentage points.

For employees with life insurance coverage from their employer, there was a gap of 8.1 percentage points; 56.9% for immigrants and 65.0% for the Canadian born (Table 2). Even immigrant employees who landed more than 10 years earlier had a lower rate of employer-sponsored life insurance coverage than Canadian-born employees.

3.2.2 Core working-age immigrant employees had slightly fewer annual vacation days in 2005

In 2005, core working-age Canadian-born employees were entitled to an average of 15.4 vacation days, slightly higher than the 14.2 days that immigrant employees were entitled to (Table 2). The vacation leave gap between the Canadian born and immigrants who landed more than 10 years earlier was even smaller, at 0.6 days.

Among older employees, the number of vacation days for immigrants was slightly higher than that of older Canadian-born workers, particularly those who landed in Canada over 10 years before (18.1 days vs. 16.9 days; Appendix IV). It is worth noting that the number of vacation days a worker is entitled to is strongly associated with current job tenure (for both Canadian born and immigrants), an employment quality characteristic described in Section 5.

Table 2
Income and benefits from employment, Canadian born and immigrants by period of landing, employees aged 25 to 54

	Canadian born	Total landed immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Average hourly wages [2]	23.72	21.44 [1]	18.68 [1]	20.92 [1]	22.40 [1]
Average hourly wages, tenure five years or less [2]	21.36	19.64 [1]	18.03 [1]	20.00 [1]	20.39 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	4.9	8.8 [1]	14.0 [1]	8.7 [1]	7.3 [1]
10 to 19.99 dollars per hour [2]	38.0	45.5 [1]	52.8 [1]	48.7 [1]	42.4 [1]
20 to 24.99 dollars per hour [2]	18.9	16.2 [1]	12.8 [1]	14.4 [1]	17.7 [1]
25 to 34.99 dollars per hour [2]	23.3	17.4 [1]	12.1 [1]	16.9 [1]	19.0 [1]
35 dollars or more per hour [2]	14.9	12.1 [1]	8.3 [1]	11.3 [1]	13.5 [1]
Employer-sponsored					
Pension plan [3]	37.0	28.4 [1]	15.2 [E,1]	20.6 [E,1]	32.0 [1]
Life insurance [3]	65.0	56.9 [1]	48.8 [1]	57.5	58.2 [1]
Supplemental medical [3]	54.8	57.0	54.2	54.2	58.0
Dental coverage [3]	60.4	64.2	62.9	60.4	65.1
	days				
Vacation leave entitlement per year [3, 4]	15.4	14.2 [1]	12.4 [1]		14.8

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Labour Force Survey, 2008
3. Workplace and Employee Survey, 2005.
4. The data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" has been grouped under "Immigrants, landed within previous 5 years".

Source(s): Statistics Canada, Labour Force Survey 2008 (unless otherwise noted).

4 Working hours and balancing work and non-working life

Working hours, whether they are excessively long or short, can have a significant impact on the well being of the individual and of the family. Working time arrangements, such as flexible schedules, are also important for assessing work-life balance.

4.1 Working hours

4.1.1 Immigrants worked, on average, slightly more hours each week than Canadian born

In 2008, the average usual weekly hours worked by immigrants in their main job was 0.2 hours higher than that of Canadian born workers (Table 3). The gap was wider for immigrants who landed more than 10 years earlier.

Older immigrants were even more likely to be working a longer average workweek than their Canadian-born counterparts (Appendix IV). Those who landed more than 10 years earlier were usually working, on average, 0.9 hours more per week than older Canadian-born workers.

4.1.2 Share of immigrants and Canadian born working long work weeks in 2008 were similar

In 2008, nearly one in ten workers aged 25 to 54 (9.4% of those born in Canada, 9.1% of immigrants) usually worked 50 or more hours per week in their main job (Table 3). Immigrants who landed within the previous five years were the least likely (6.2%) to work these long work weeks in 2008, while those who landed prior to 1998 were most likely (10.0%).

There was also virtually no difference in the share of immigrants and Canadian born working 15 or fewer hours (3.8% vs. 3.6%) in 2008.

4.1.3 Similar shares of immigrants and Canadian born were multiple-job holders

Working at more than one job can be seen as a proxy indicator that the workers' main job may not be providing all the necessary economic benefits needed by the individual, leading them to find a second job to make ends meet. In a 1995 survey, nearly two-thirds (65%) of Canadian moonlighters were doing so to meet regular expenses, pay off debts, buy something special or save for the future.[16]

In 2008, employed immigrants were just as likely to be working at more than one job as those born in Canada (Table 3). There were few differences based on an immigrant's period of landing.

4.1.4 Immigrants with multiple jobs were working more total hours than their Canadian-born counterparts

While immigrants were as likely as the Canadian born to be moonlighting, those that did were working longer hours in all their jobs compared with Canadian-born multiple-job holders. In 2008, immigrants who had more than one job were working an average of 50.0 hours, which was 2.3 hours per week more than Canadian-born multiple-job holders (Table 3). This gap was evident for all immigrants, regardless of when they landed in Canada, but particularly for those who landed prior to 1998.

4.1.5 Share of immigrants working extra hours in their main job was lower than their Canadian-born counterparts

In 2008, 20.3% of all immigrant employees aged 25 to 54 worked at least some overtime, lower than the share of Canadian-born employees (26.6%); this lower share was present regardless of the immigrant's period of landing (Table 3).

For all employees who did work extra time, the share of immigrant employees who were paid for at least some of that extra time was slightly higher than that of their Canadian-born counterparts (48.9% vs. 46.0%).

4.2 Part-time work and involuntary part time

The majority of workers in Canada work full time in their main job. Those who work part time voluntarily do so for any number of reasons: they have family-related responsibilities, they are attending school or they have an illness or disability; these are choices meant to establish some degree of balance between work and family life or health. While most part-timers do so by choice, those that are part time involuntarily (i.e., they would like full-time work but cannot get it) represent an important indicator of employment quality.

16 Kimmell, J. and L.M. Powell (1999). "Moonlighting Trends and Related Policy Issues in Canada and the United States", *Canadian Public Policy*. Vol., XXV, No. 2, 1999.

4.2.1 Proportion of core-age immigrants working part time similar to that of Canadian-born workers

In 2008, a similar proportion of core working-age immigrants were working part time as employed Canadian born (11.5% vs. 11.7%; Table 3). Among older workers, however, the share of immigrants working part time was lower than that of older Canadian-born workers (19.2% vs. 23.7%; Appendix IV).

Table 3
Working hours and work-life balance, Canadian born and immigrants by period of landing, workers aged 25 to 54

	Canadian born	Total landed immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	hours				
Average usual hours per week, main job	38.1	38.3[1]	37.3	38.1	38.6[1]
Average usual hours per week, multiple job-holders only	47.7	50.0[1]	48.7	48.6	50.7[1]
	percent				
Multiple-job holder	5.2	5.2	5.0	5.5	5.2
Worked any overtime	26.6	20.3[1]	17.9[1]	18.3[1]	21.6[1]
Worked 50 hour or more workweek	9.4	9.1[1]	6.2[1]	8.9	10.0
Part-time position	11.7	11.5	13.4[1]	11.5	11.0[1]
Why part time					
Childcare	23.3	19.0[1]	13.5[1]	25.2	18.9[1]
Going to school	6.4	11.3[1]	24.4[1]	15.0[1]	6.0
Personal preference	28.4	21.4[1]	13.2[1]	15.0[1]	25.9[1]
Involuntary	29.9	37.6[1]	41.0[1]	38.3[1]	36.4[1]
Percentage allowed to work reduced workweek[2, 3]	6.0	6.7	F	F	7.6
Percentage allowed to work compressed workweek[2, 3]	7.3	4.8[1]	F	F	5.1[1]
Percentage allowed to work flexible hours[2, 3]	36.1	35.2	28.1	28.4	37.6

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.

Source(s): Statistics Canada, Labour Force Survey 2008 (unless otherwise noted).

4.2.2 Higher share of immigrants were working part time involuntarily

Most core working-age workers in Canada who work part time do so voluntarily – whether out of personal preference, because they are attending school or because they have family-related responsibilities. However, some people who work part time do so involuntarily; they would like to have full-time hours but are unable to get them for a variety of reasons.

Among part-time workers, the share of immigrants who cited working part time involuntarily was higher than Canadian-born part-timers in 2008 (Table 3). While this gap persisted regardless of period of landing, it was narrowest for those who landed more than 10 years earlier, but widest between those who landed within the previous five years and the Canadian born (41.0% vs. 29.9%).

4.3 Flexible work arrangements

4.3.1 Flexible work arrangements were more prevalent among immigrant workers who landed more than 10 years earlier

Providing workers with more control over their work schedules is thought to better enable them to meet their personal and family needs and indirectly contributes to productivity.[17] Work arrangements include, among other things, reduced work weeks, flexible hours or compressed work weeks.

The latest data on this subject for 2005, when about six out of every 100 employees aged 25 to 54 had made an agreement with their employer to work a reduced workweek; there was little difference in the proportion of Canadian born or immigrants with such an arrangement (Table 3). Additionally, just over one-third of all core-working age employed workers – whether born in Canada or elsewhere – were working schedules with flexible hours in 2005.

Working a compressed work week, however, was less common among immigrant employees than Canadian born in 2005, even if they landed in Canada more than 10 years earlier (Table 3).

5 Stability and security of work, and social protection

Employment quality can also be measured in terms of a person's stability and security of work. Two measures of this are the proportion of employees in temporary jobs, and the tenure of workers in their current job.

5.1 Temporary positions were more common for immigrants who landed more recently

Having a permanent position provides the job-holder with a certain measure of job security, which can contribute to their overall sense of well-being and economic stability. Temporary positions, conversely, are less secure and have a fixed duration.

In 2008, a slightly larger share of immigrants were working in temporary positions than Canadian-born employees (9.7% vs. 8.3%; Table 4). The share of immigrants who landed within the previous five years in temporary positions was nearly double that of their Canadian-born counterparts, while the share of those who landed more than 10 years earlier in temporary jobs was lower than Canadian-born employees.

17. Duxbury, L. and C. Higgins. *Work-life Conflict inCanadain the New Millenium. A Status Report*. Ottawa: Health Canada, 2003.

Table 4
Stability and security of work, Canadian born and immigrants by period of landing, workers aged 25 to 54

	Canadian born	Total landed immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	percent				
Job stability and security					
Temporary position [2]	8.3	9.7[1]	16.0[1]	11.7	7.2[1]
Current job tenure					
12 months or less	16.1	21.1[1]	40.9[1]	23.3[1]	15.4
13 to 60 months	30.3	37.5[1]	51.3[1]	49.2[1]	30.6
61 to 120 months	21.4	20.2	4.9[1]	23.5	23.3
121 to 240 months	19.6	15.5[1]	2.3[1]	3.4[1]	22.4
241 months or more	12.6	5.7[1]	0.6[1]	0.7[1]	8.5[1]

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).

Source(s): Statistics Canada, Labour Force Survey 2008.

5.2 Core-working age Canadian-born workers were more likely to have very long current job tenure, even when compared with immigrants who landed more than 10 years earlier

Job tenure is considered to be another important aspect of job security. The longer one is working in a specific job for a specific organization, the greater the likelihood that other measures such as job permanency, wages and non-wage benefits may improve.[18], [19], [20]

By and large, job tenure gaps between immigrants and the Canadian born are to be expected, as most immigrants have not been in Canada long enough to establish very long tenures with their current employer. In 2008, a greater proportion of employed immigrants aged 25 to 54 had job tenure of 12 months or less or 13 to 60 months than their Canadian-born counterparts, and a much smaller proportion of immigrants had job tenure of more than 20 years compared with the Canadian born (Table 4).

On average, immigrant workers aged 25 to 54 had been at their current jobs for $2\frac{1}{2}$ fewer years than their Canadian-born counterparts (74.1 months vs. 103.1 months). The average length of job tenure differed widely by time since landing, ranging from 26.4 months for those who landed within the previous five years to 95.0 months for those who landed more than 10 years earlier.

Only among those immigrants who landed in Canada 20 or more years earlier do we see job tenures that are higher for immigrants than Canadian born. In 2008, immigrants who landed 20 or more years earlier make up over one-third of all core-working age immigrant workers. These long-term immigrants have both a greater share of job tenures of more than 20 years (14.0% vs. 12.6%) and longer overall average job tenures (112.3 months vs. 103.1 months) than the Canadian born.

18. Lucifora, Claudio. 1991. "Job Tenure, Labour Mobility and Wage Profiles". *Labour: Review of Labour Economics and Industrial Relations*. Vol. 5, No. 3, P. 165-198.
19. Friedberg, Leora, Michael T. Owyang and Tara M. Sinclair. 2005. "Searching for Better Prospects: Endogenizing Falling Job Tenure and Private Pension Coverage". *National Bureau of Economic Research Working Paper Series*. Working Paper 11808, December 2005.
20. Marshal, Katherine. 2003. "Benefits of the job". *Perspectives on Labour and Income*. Vol. 4, No. 5. Statistics Canada Catalogue no. 75-001-XIE. p. 5–12 *http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?lang=eng&catno=75-001-X20031056515*

6 Social dialogue and workplace relationships

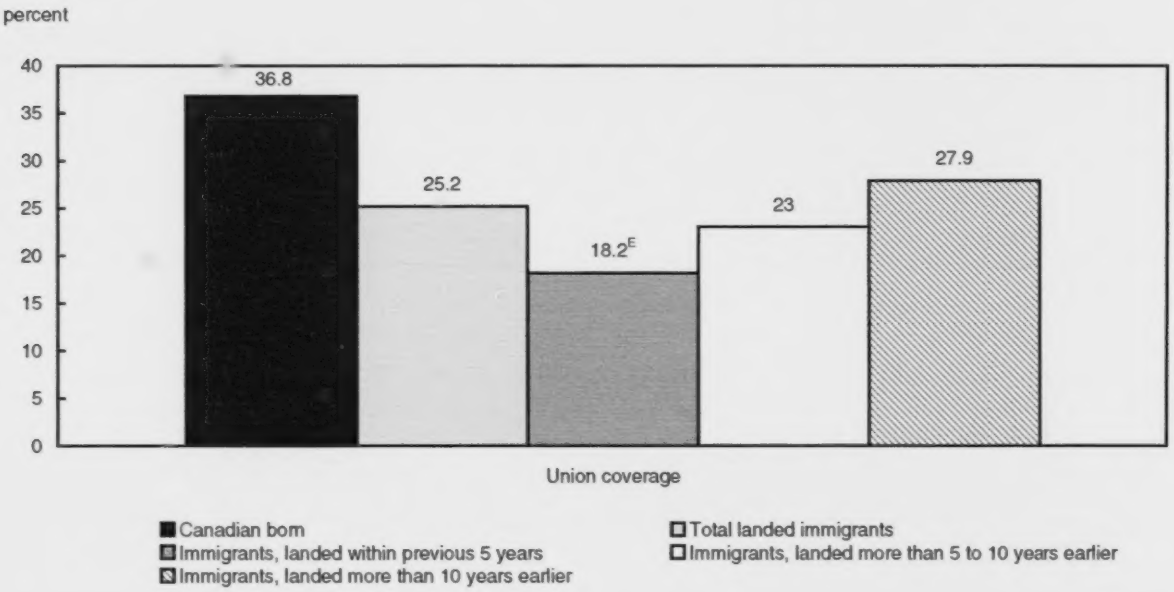
Generally speaking, social dialogue refers to the freedom and right to organize and bargain collectively. Collective bargaining coverage is a employment quality characteristic that is associated with other indicators mentioned in this report, including wages and non-wage benefits.[21], [22], [23] It is also associated with current job tenure and occupation.

6.1 Collective bargaining coverage more prevalent for Canadian-born employees

Union coverage among immigrant employees aged 25 to 54 in 2008 was lower than the Canadian born regardless of period of landing (Chart 2). For example, the share of Canadian-born employees to have union coverage were nearly 1.5 times higher than immigrants as a whole, and was 1.3 times higher than immigrants who landed more than 10 years earlier.

There was less of a difference in union coverage among older employees. In 2008, 37.7% of older Canadian employees were covered under a collective bargaining agreement, compared with 34.4% of immigrant employees who landed in Canada more than 10 years earlier (Appendix IV).

Chart 2
Proportion of employees aged 25 to 54 covered by collective bargaining, Canadian born and immigrants by period of landing, 2008



7 Skills development and life-long learning

Having access to training, whether informal or formal in nature, is considered an important job characteristic. Training not only provides the employee an opportunity to learn and develop, but may also improve their safety on the job.

21. Lowe, Graham. (2007). "21st Century Employment quality: Achieving What Workers Want". *Canadian Policy Research Networks*. September 2007.
22. The Daily, Wednesday September 24, 2008. "Workplace and Employee Survey". *http://www.statcan.gc.ca/daily-quotidien/080924/dq080924b-eng.htm* (accessed on November 26, 2008)
23. Fang, Tony and Anil Verma. 2002. "Union wage premium"*Perspectives on Labour and Income*. Vol. 3, No. 9. Statistics Canada Catalogue no. 75-001-XIE. p. 13–19. *http://www.statcan.gc.ca/cgi-bin/af-fdr.cgi?l=eng&loc=http://www.statcan.gc.ca/pub/75-001-x/75-001-x2002109-eng.pdf&t=Union%20wage%20premium*.

7.1 Similar shares of immigrant and Canadian-born workers received on-the job training

In 2005, there was very little difference between the proportions of immigrants and Canadian-born employees receiving on-the-job training in the previous 12 months (Table 5). However, core-aged employees who were born in Canada were more likely to have received classroom training than immigrants (40.6% vs. 32.3%); the gap was widest between the Canadian born and immigrants who landed more than 10 years before, as this group was least likely to have received classroom training in the previous 12 months.

Table 5
Skills development and life-long learning, Canadian born and immigrants by period of landing, workers aged 25 to 54

	Canadian born	Total landed immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	percent				
Received on-the-job training in past 12 months [2, 3]	33.2	31.5	35.5	30.5	31.0
Received classroom training in past 12 months [2, 3]	40.6	32.3 [1]	38.4	36.2 [E]	30.6 [1]
Overqualified workers [4]	28.1	42.1 [1]	55.7 [1]	49.2 [1]	36.3 [1]
Overqualified university-educated workers [4]	40.5	60.1 [1]	67.8 [1]	62.9 [1]	54.8 [1]

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Non-management occupations

Source(s): Statistics Canada, Labour Force Survey 2008 (unless otherwise noted).

7.2 Share of employed university-educated immigrants with more formal education than required for their occupation much higher than that of their Canadian-born counterparts

Comparing with what is normally required for the job to the education the employees have actually received, one can get a good idea of the degree to which some people are over-, or under-qualified for the job that they have. Human Resources and Social Development Canada (HRSDC) in conjunction with a consortium of academics, employers, unions and government officials created a matrix to determine what level of education is "normally required" for a particular occupational group.[24]

Other research has indicated that overqualification for all workers can be associated with age, full time/part time, union coverage, size of firm where the person is employed, field of study and industry of employment. For immigrants, it can also be associated with institutional and language barriers; difficulties related to recognition of foreign credentials and experience; and a variety of incidental factors such as discrimination encountered by some immigrants. [25, 26]

In 2008, over 3,000,000 workers in Canada aged 25 to 54 had a level of education that was higher than the normal requirements for the job. Over two-fifths (42.1%) of immigrant workers in this age group had a higher level education for their job than normally required, while just over one-quarter (28.1%) of Canadian-born workers were similarly over-qualified (Table 5). Regardless of period of landing, immigrants had higher shares of over-qualification compared with the Canadian born.

24. Human Resources and Social Development Canada. April 2006. National Occupational Classification (NOC) Training Tutorial. *http//www5.hrsdc.gc.ca/NOC/English/NOC/2006/Tutorial.aspx* (accessed on November 13, 2009).
25. Li, Chris, Ginette Gervais and Aurélie Duval (2006). "The Dynamics of Overqualification: Canada's Underemployed University Graduates". *Analysis in Brief*, Statistics Canada Catalogue No. 11-621-MIE Issue No. 039. *http://www.statcan.gc.ca/pub/11-621-m/11-621-m2006039-eng.htm*
26. Galarneau and Morissette (2004), ibid.

In 2008, over 1,100,000 workers aged 25 to 54 who had a university degree were working in occupations whose normal requirements were at most a college education or apprenticeship. The share of immigrants with degrees who were over-qualified was 1.5 times higher than their Canadian-born counterparts (60.1% vs. 40.5%; Table 5).

Over-qualification was particularly prevalent in 2008 among university-educated immigrants who landed within the previous five years; two-thirds were working in occupations that usually required at most a college education or apprenticeship (Table 5). Similar results were seen in recent research using the 2006 Census.[27] By period of landing, the share of overqualified in 2008 non-management workers was lowest among immigrants who landed more than 10 years earlier (54.8%); this was still nearly 1.4 times higher than that of the Canadian born.

Shares of overqualified workers can vary by occupational group. These data, for both immigrants and Canadian born with university degrees who are in occupations that usually require a lower level of education, are presented in Appendix III.

8 Intrinsic nature of work

This dimension of employment quality aims to shed light on how workers feel about the work they are doing, irrespective of their wages, benefits or working conditions. One indicator available that can provide some insight is that of job satisfaction. Typically, job satisfaction has been fairly stable and positive in most national surveys going back to the 1970s.[28]

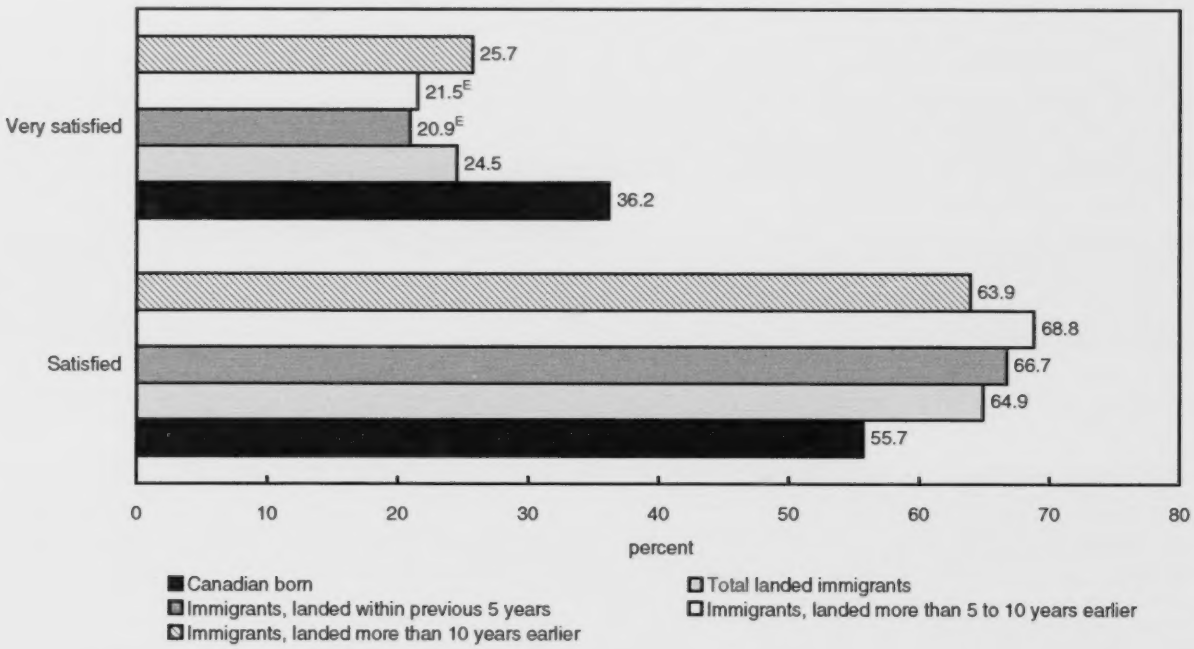
8.1 High job satisfaction for immigrants and Canadian born, although being 'very satisfied' was more prevalent among Canadian-born employees

In 2005, most employees aged 25 to 54 reported very high levels of job satisfaction. Being satisfied or very satisfied in their job was reported by 91.9% of Canadian-born employees and 89.4% of immigrant employees.

However, the proportion of immigrants of core-working age reporting being 'satisfied' in their job was much higher and their share of being 'very satisfied' with their job was much lower than Canadian-born employees, regardless of their period of landing (Chart 3).

27. Galarneau, D. and R. Morissette (2008). "Immigrants' education and required job skills". *Perspectives on Labour and Income*. Vol. 9, No. 12. Statistics Canada Catalogue no. 75-001-XIE. p. 5–18. *http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?lang=eng&catno=75-001-X200811210766*
28. Lowe, ibid. p. 51

Chart 3
Job satisfaction, employees aged 25 to 54, Canadian born and immigrants by period of landing, 2005



Source(s): Workplace and Employee Survey (WES)

Appendix I — Definitions of Employment Quality Indicators

Safety and ethics of employment

Work injuries: The proportion of people who reported they received an injury at their place of work during the past 12 months. Occupational injury was defined as a "yes" response to the question "(Not counting repetitive strain injuries), were you injured in the past 12 months?" together with the response "working at a job or business" to the question, "Thinking about the most serious injury, what type of activity were you doing when you were injured?" Injuries sustained while commuting were not considered to be work injuries in this analysis. (Source: CCHS)

Income and benefits from employment

Average hourly wages: Average hourly wages of employees, in current dollars. Those whose main job is self-employed are excluded.

Wage distribution: The proportion of employees earning an hourly wage within a certain wage range.

Employees with non-wage benefits (%): Proportion of employees who have access to a dental plan, life insurance, supplemental medical coverage or pension plan through their employer. (Source: WES)

Working hours and balancing work and non-working life

Multiple-job holder (%): Proportion of employed workers who have more than one job; also referred to as "moonlighting".

Average usual hours per week: Average hours usually worked each week in the main job of employed workers. For those with multiple jobs, average hours are calculated for all jobs.

Worked unpaid overtime (%): Proportion of employees who worked at least some extra hours without pay during the survey reference week. Those who are self-employed in their main job are excluded.

Worked 50+ hour workweek (%): Proportion of employed workers who worked at least 50 hours during the reference week.

Part-time position (%): Proportion of employed workers who usually work less than 30 hours per week at their main job.

Involuntary part time: Among those employed workers working part-time in their main job, the share who were working part time involuntarily (i.e, because of business conditions but didn't look for full-time work because of business conditions but were looking for full-time work; or they could not find full-time work).

Reduced work week (%): Proportion of employed workers who have an agreement with the employer to work fewer hours every week. (Source: WES)

Compressed work week (%): Proportion of employed workers who work longer hours each day to reduce the number of days in the workweek. (Source: WES)

Flexible hours (%): Proportion of employed workers who work a certain number of core hours, but can vary the start and stop times as long as they work the equivalent of a full work week. (Source: WES)

Stability and security of work, and social protection

Temporary position (%): Proportion of employed workers whose current position is considered to be temporary, whether it be a short-term contract or seasonal in nature.

Current job tenure: the length of time (in months) in which the employee has worked for the specific employer (regardless of whether they held various positions for this employer over this time span).

Social dialogue and workplace relationships

Union coverage (%): Proportion of employees who are members of a union or are covered by collective bargaining agreements in their main job. Those who are self-employed in their main job are excluded.

Skills development and life-long learning

Received classroom training (%): Proportion of employees who received any amount of classroom training in the previous 12 months. This training includes all training activities which have a predetermined format, including a pre-defined objective or specific content. The progress of the training may be monitored and/or evaluated. (Source: WES)

Received on-the-job training (%): Proportion of employees who received any amount of informal training related to their job in the previous 12 months. (Source: WES)

Over-qualification (%): The number of non-management workers whose level of education is higher than what is normally required for their current occupation as a share of all non-management workers (e.g., those with university degrees who are working in occupations which usually only require at most a college education or apprenticeship, divided by all non-management workers with university degrees). This concept is sometimes referred to as "underemployment", "underutilization" or "education-to-job mismatch". The education-occupation matching process is based on a usual education-occupation matrix found on the Human Resources and Social Development Canada (HRSDC) website.[1]

Intrinsic nature of work

Job satisfaction (%): Proportion of employees answering the following question: Considering all aspects of this job, how satisfied are you with the job? Would you say that you are: satisfied; very satisfied; dissatisfied; very dissatisfied? (Source: WES)

1 Human Resources and Social Development Canada. April 2006. National Occupational Classification (NOC) Training Tutorial. *http//www5.hrsdc.gc.ca/NOC/English/NOC/2006/Tutorial.aspx* (accessed on November 13, 2009).

Appendix II — Characteristics of employed population

Table A
Characteristics of employed population 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	number				
Total employed	9,196,300	2,478,900	421,700	451,100	1,606,100
	percent				
Sex distribution					
Male	52.3	53.2	57.1	55.1	51.6
Female	47.7	46.8	42.9	44.9	48.4
Age distribution					
Age 25 to 34	31.8	25.7	44.2	32.1	19.0
Age 35 to 44	32.5	38.1	38.8	45.6	35.8
Age 45 to 54	35.7	36.3	16.9	22.3	45.3
Highest level of educational attainment					
High school or less	34.9	30.3	20.7	23.4	34.8
Postsecondary certificate or diploma	41.1	30.2	22.8	24.4	33.8
University degree	24.0	39.5	56.5	52.3	31.4
Immigrants with postsecondary education, diploma/degree received outside Canada	...	53.2	89.1	76.7	34.3
Occupational share, main job					
Management occupations	10.5	9.6	6.5	8.7	10.7
Business, finance and administrative occupations	19.5	18.3	15.8	16.4	19.5
Natural and applied sciences and related occupations	7.4	11.7	14.5	15.1	10.1
Health occupations	6.8	6.6	6.2	6.3	6.8
Occupations in social science, education, government service and religion	10.3	7.2	7.1	7.3	7.3
Occupations in art, culture, recreation and sport	3.1	2.5	2.2	2.5	2.6
Sales and service occupations	18.3	20.8	24.5	20.5	20.0
Trades, transport and equipment operators and related occupations	16.1	13.7	12.6	13.8	14.0
Occupations unique to primary industry	3.2	1.2	1.2	1.0	1.3
Occupations unique to processing, manufacturing and utilities	4.8	8.3	9.4	8.4	7.9
Firm size					
Less than 100	32.8	34.9	38.4	36.8	33.3
100 to 500	14.4	16.2	17.1	16.8	15.7
More than 500	52.8	48.9	44.5	46.5	50.9
Labour market indicators, total population aged 25 to 54					
Employment rate	84.1	77.4	66.6	74.9	81.7
Unemployment rate	4.6	6.8	11.0	7.5	5.4

Source(s): Labour Force Survey

Table B
Characteristics of employed population 55 and over, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	number				
Total employed	1,893,300	736,100	19,000	33,400	683,700
	percent				
Sex distribution					
Male	55.1	56.5	56.3	63.2	56.1
Female	44.9	43.5	43.7	36.8	43.9
Highest level of educational attainment					
High school or less	45.2	38.5	52.9	43.0	37.8
Postsecondary certificate or diploma	34.2	29.1	13.1	15.4	30.2
University degree	20.6	32.5	34.0	41.7	32.0
Immigrants with postsecondary education, diploma/degree received outside Canada	...	56.5	94.0	92.7	54.1
Occupational share, main job					
Management occupations	11.3	11.9	F	7.4	12.4
Business, finance and administrative occupations	20.6	16.7	11.1	7.2	17.3
Natural and applied sciences and related occupations	4.4	6.6	F	7.2	6.6
Health occupations	6.6	6.2	F	F	6.4
Occupations in social science, education, government service and religion	8.8	8.7	F	12.0	8.6
Occupations in art, culture, recreation and sport	2.6	3.1	F	F	3.3
Sales and service occupations	20.6	22.2	36.8	28.8	21.5
Trades, transport and equipment operators and related occupations	15.9	12.8	F	12.7	12.9
Occupations unique to primary industry	5.7	2.8	F	F	2.6
Occupations unique to processing, manufacturing and utilities	3.6	9.0	18.3	16.0	8.4
Firm size					
Less than 100	35.4	36.0	48.7	44.7	35.0
100 to 500	14.0	16.5	21.1	13.6	16.5
More than 500	50.6	47.6	30.2	41.7	48.5
Labour market indicators, total population aged 55 and over					
Employment rate	32.8	32.1	29.2	32.7	32.2
Unemployment rate	4.9	5.4	15.2	10.7	4.8

Source(s): Labour Force Survey

Appendix III — Employment quality indicators, employed population aged 25 to 54 by occupation, 2008

Table A

Employment quality indicators, Canadian born and immigrants by period of landing, employed in management occupations aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	33.76	32.28 [1]	29.82 [1]	30.76 [1]	33.07 [1]
Average hourly wage, job tenure 5 years or less [2]	31.80	29.57 [1]	27.88 [1]	29.27 [1]	30.40 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	1.4	2.3 [E,1]	F	F	2.6 [E,1]
10 to 19.99 dollars per hour [2]	19.4	24.7 [1]	29.6 [1]	30.9 [E,1]	22.4 [1]
20 to 24.99 dollars per hour [2]	12.5	10.7 [1]	17.5 [E,1]	7.6 [E,1]	10.2 [1]
25 to 34.99 dollars per hour [2]	23.8	22.8	13.9 [1]	22.7 [E]	24.4
35 dollars or more per hour [2]	43.0	39.6 [1]	37.7 [E]	37.3 [1]	40.5 [1]
Employer-sponsored					
Pension plan [2,3,4]	35.3	19.8 [E,1]	F		24.3 [E]
Life insurance [2,3,4]	71.2	55.4	64.5		52.6 [E]
Supplemental medical [2,3,4]	60.4	65.0	71.9		62.8
Dental coverage [2,3,4]	67.9	74.4	78.8		73.0
	days				
Vacation leave entitlement per year [2,3,4]	18.0	15.1 [1]	14.6 [1]		15.3
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	41.6	43.0 [1]	42.1	42.9 [1]	43.2 [1]
Average usual hours per week, multiple job-holders only	54.5	54.9	50.0	56.1	54.9
	percent				
Multiple-job holder	4.3	3.5 [1]	F	F	2.8 [E,1]
Worked any unpaid overtime	40.2	33.1 [1]	25.6 [1]	22.4 [1]	37.0 [1]
Worked 50 hour or more workweek	18.1	22.7 [1]	17.4	21.7 [1]	23.7 [1]
Part-time position	4.0	4.8 [1]	F	F	4.6
Why part time					
Childcare	24.4	19.8 [E]	F	F	F
Going to school	F	F	F	F	F
Personal preference	40.9	35.8 [1]	F	F	41.1
Involuntary	21.5	27.0 [E,1]	F	F	F

See notes at the end of the table.

Table A – continued

Employment quality indicators, Canadian born and immigrants by period of landing, employed in management occupations aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	percent				
Percentage allowed to work reduced workweek [2,3,4]	3.0 E	F	F		F
Percentage allowed to work compressed workweek [2,3,4]	3.5 E	F	F		F
Percentage allowed to work flexible hours [2,3,4]	3.5 E	52.1	F		59.9
Job stability and security					
Temporary job [2]	2.3	3.0 E,1	F	F	2.0 E
Current job tenure					
1 to 12 months	11.0	11.8	24.5	16.4	8.7
13 to 60 months	27.7	35.7	59.8	49.8	28.7
61 to 120 months	21.6	23.6	9.3	27.5	25.0
121 to 240 months	24.2	20.4	F	F	26.4
241 or more months	15.5	8.6	F	F	11.2
Social dialogue and workplace relationships					
Union coverage [2]	11.1	7.4 1	F	F	7.9 1
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	36.4	33.3	30.0		34.4 E
Received classroom training in past 12 months [2,3,4]	41.3	36.3 E	54.7		30.4 E
Overqualified university-educated workers	...	...	...	...	...

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table B
Employment quality indicators, Canadian born and immigrants by period of landing, employed in business, finance and administrative occupations aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	21.43	20.55 [1]	18.45 [1]	19.22 [1]	21.34 [1]
Average hourly wage, job tenure 5 years or less [2]	19.94	19.13 [1]	18.11 [1]	18.53 [1]	19.82
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	2.6	3.4 [1]	4.5 [E,1]	3.4 [E]	3.1 [1]
10 to 19.99 dollars per hour [2]	46.5	51.8 [1]	66.2 [1]	60.0 [1]	46.7
20 to 24.99 dollars per hour [2]	24.9	21.6 [1]	12.9 [1]	18.1 [1]	24.4
25 to 34.99 dollars per hour [2]	18.8	16.0 [1]	10.3 [E,1]	13.8 [1]	17.8
35 dollars or more per hour [2]	7.2	7.2	6.1 [E]	4.8 [E,1]	8.0
Employer-sponsored					
Pension plan [2,3,4]	39.7	27.9 [1]	F		31.3
Life insurance [2,3,4]	71.8	66.2	64.7		66.7
Supplemental medical [2,3,4]	58.1	63.1	66.6		61.8
Dental coverage [2,3,4]	62.7	69.8	70.0		69.8
	days				
Vacation leave entitlement per year [2,3,4]	15.7	14.5 [1]	11.8 [1]		15.4
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	36.1	37.1 [1]	36.8 [1]	36.8 [1]	37.2 [1]
Average usual hours per week, multiple job-holders only	44.8	49.5 [1]	47.5 [1]	49.2 [1]	49.9 [1]
	percent				
Multiple-job holder	5.1	4.9	3.7 [E,1]	5.2 [E]	5.1
Worked any unpaid overtime	12.8	11.4 [1]	9.3 [E,1]	9.6 [1]	12.3
Worked 50 hour or more workweek	3.2	3.1	F	F	3.7 [1]
Part-time position	12.4	9.5 [1]	10.3 [1]	9.7 [E,1]	9.3 [1]
Why part time					
Childcare	30.3	28.2	F	28.9 [E]	30.9
Going to school	5.0	9.5 [1]	23.0 [E,1]	F	F
Personal preference	31.6	25.7 [1]	F	22.1 [E,1]	30.0
Involuntary	20.9	26.1 [1]	42.9 [1]	F	22.1
Percentage allowed to work reduced workweek [2,3,4]	7.2	7.1 [E]	F		8.8
Percentage allowed to work compressed workweek [2,3,4]	5.9	F	F		F
Percentage allowed to work flexible hours [2,3,4]	28.9	24.2	26.2 [E]		23.5
Job stability and security					
Temporary job [2]	6.3	8.1 [1]	13.9 [1]	11.2 [1]	6.0
Current job tenure					
1 to 12 months	15.6	21.2	43.5	23.6	15.9
13 to 60 months	30.6	35.6	50.5	50.4	29.0
61 to 120 months	21.1	21.1	3.2 [E]	22.4	24.5
121 to 240 months	18.8	16.2	2.3 [E]	3.4 [E]	22.1
241 or more months	14.0	6.0	F	F	8.5
Social dialogue and workplace relationships					
Union coverage [2]	30.4	18.8 [1]	14.4 [1]	15.5 [1]	20.6 [1]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	34.1	30.3	37.3 [E]		27.7
Received classroom training in past 12 months [2,3,4]	35.8	28.9	36.3 [E]		26.2 [1]
Overqualified university-educated workers	57.2	62.6 [1]	70.0 [1]	61.6 [1]	59.8 [1]

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table C
Employment quality indicators, Canadian born and immigrants by period of landing, employed in natural and applied sciences occupations aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	30.64	30.23	26.20 [1]	31.04 [1]	31.55 [1]
Average hourly wage, job tenure 5 years or less [2]	28.12	28.48	24.94 [1]	29.91 [1]	30.14 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	0.6	F	F	F	F
10 to 19.99 dollars per hour [2]	16.5	18.3 [1]	31.1 [1]	14.3 [1]	14.8 [1]
20 to 24.99 dollars per hour [2]	17.2	19.0 [1]	22.2 [1]	18.9	17.6
25 to 34.99 dollars per hour [2]	34.3	33.1	29.1 [1]	35.9	33.5
35 dollars or more per hour [2]	31.4	29.1 [1]	16.9 [1]	30.4	33.6
Employer-sponsored					
Pension plan [2,3,4]	43.6	37.7	20.4 [E,1]		46.4
Life insurance [2,3,4]	80.6	70.0	76.1		66.9
Supplemental medical [2,3,4]	67.6	73.5	73.4		73.5
Dental coverage [2,3,4]	79.5	85.3	86.3		84.8
	days				
Vacation leave entitlement per year [2,3,4]	17.4	16.5	13.9 [1]		17.8
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	39.1	39.7 [1]	39.3	39.6 [1]	39.9 [1]
Average usual hours per week, multiple job-holders only	50.6	51.6	55.7 [1]	49.0 [1]	51.0
	percent				
Multiple-job holder	3.6	3.8	3.5 [E]	2.6 [E,1]	4.3 [E]
Worked any unpaid overtime	18.4	15.7 [1]	13.7 [1]	14.1 [1]	17.2
Worked 50 hour or more workweek	6.2	5.7	3.4 [E,1]	5.7 [E]	6.6
Part-time position	3.8	2.7 [1]	F	F	3.5 [E]
Why part time					
Childcare	21.3	F	F	F	F
Going to school	7.9	10.2 [E]	F	F	F
Personal preference	37.1	22.5 [E,1]	F	F	F
Involuntary	21.4	42.6 [1]	F	F	40.9 [E,1]
Percentage allowed to work reduced workweek [2,3,4]	3.3	F	F		F
Percentage allowed to work compressed workweek [2,3,4]	7.6	F	F		F
Percentage allowed to work flexible hours [2,3,4]	48.6	50.7	35.7 [E]		58.2
Job stability and security					
Temporary job [2]	5.5	6.0	9.0 [E,1]	6.2 [E]	4.7 [1]
Current job tenure					
1 to 12 months	13.7	22.4	39.8	21.9	16.1
13 to 60 months	33.2	42.6	50.9	51.8	35.6
61 to 120 months	23.4	20.5	6.7	24.1	24.1
121 to 240 months	19.2	10.8	F	F	18.0
241 or more months	10.4	3.7	F	F	6.2
Social dialogue and workplace relationships					
Union coverage [2]	29.0	16.2 [1]	10.0 [E,1]	17.4 [1]	18.2 [1]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	45.0	39.7	39.5 [E]		39.9
Received classroom training in past 12 months [2,3,4]	49.6	39.2	46.4 [E]		35.5 [1]
Overqualified university-educated workers	25.5	30.0 [1]	34.2 [1]	36.7 [1]	22.4

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table D
Employment quality indicators, Canadian born and immigrants by period of landing, employed in health occupations aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	25.78	23.28 [1]	21.17 [1]	22.21 [1]	24.15 [1]
Average hourly wage, job tenure 5 years or less [2]	23.57	22.15 [1]	20.71 [1]	21.26 [1]	23.42
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	1.9	2.5 [E,1]	F	F	F
10 to 19.99 dollars per hour [2]	31.7	43.8 [1]	51.5 [1]	48.2 [1]	40.5 [1]
20 to 24.99 dollars per hour [2]	16.6	17.8	17.6 [E]	17.2 [E]	18.0
25 to 34.99 dollars per hour [2]	29.7	19.2 [1]	15.2 [E,1]	20.1 [E,1]	20.0 [1]
35 dollars or more per hour [2]	20.0	16.7 [1]	11.9 [E,1]	12.4 [E,1]	19.3 [1]
Employer-sponsored					
Pension plan [2,3,4]	57.5	42.8	22.1 [E,1]		49.8
Life insurance [2,3,4]	70.6	63.4	62.5		63.7
Supplemental medical [2,3,4]	50.9	55.5	44.4 [E]		59.3
Dental coverage [2,3,4]	61.4	67.3	66.9		67.4
	days				
Vacation leave entitlement per year [2,3,4]	15.7	15.8	13.7		16.5
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	34.6	35.9 [1]	34.3	36.2 [1]	36.2 [1]
Average usual hours per week, multiple job-holders only	42.7	48.6 [1]	50.2 [1]	46.4	48.6 [1]
	percent				
Multiple-job holder	7.4	11.6 [1]	11.8 [E,1]	9.3 [1]	12.1 [1]
Worked any unpaid overtime	9.9	6.8 [1]	7.2 [E,1]	F	8.1 [1]
Worked 50 hour or more workweek	5.2	7.6 [1]	F	8.0 [E,1]	10.0 [1]
Part-time position	22.4	18.9 [1]	23.9	17.5 [1]	18.1 [1]
Why part time					
Childcare	29.2	22.4 [1]	F	F	20.6 [1]
Going to school	5.4	10.2 [E,1]	F	F	F
Personal preference	32.3	23.1 [1]	F	F	31.5
Involuntary	22.9	34.4 [1]	48.6 [1]	34.4 [E,1]	29.8 [1]
Percentage allowed to work reduced workweek [2,3,4]	4.2	8.8 [E,1]	F	F	F
Percentage allowed to work compressed workweek [2,3,4]	33.4	21.7 [1]	F	F	22.5 [1]
Percentage allowed to work flexible hours [2,3,4]	24.1	36.1 [1]	48.6 [1]	39.8 [E,1]	32.5 [1]
Job stability and security					
Temporary job [2]	7.9	10.2 [1]	18.9 [E,1]	12.4 [E,1]	7.3
Current job tenure					
1 to 12 months	11.5	16.9	41.0	20.8	10.1
13 to 60 months	29.1	36.5	50.5	48.6	29.9
61 to 120 months	22.7	23.9	5.9	26.2	27.7
121 to 240 months	21.3	16.4	F	F	23.2
241 or more months	15.4	6.4	F	F	9.2
Social dialogue and workplace relationships					
Union coverage [2]	67.2	54.8 [1]	48.8 [1]	43.8 [1]	59.4 [1]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	43.5	49.5	36.2		54.0
Received classroom training in past 12 months [2,3,4]	59.4	56.8	35.7 [E,1]		63.9
Overqualified university-educated workers	17.2	38.2 [1]	49.8 [1]	42.1 [1]	33.2 [1]

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table E

Employment quality indicators, Canadian born and immigrants by period of landing, employed in social science, education, government service and religion occupations, aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	28.30	26.00 [1]	22.87 [1]	24.19 [1]	27.38 [1]
Average hourly wage, job tenure 5 years or less [2]	25.13	22.68 [1]	22.44 [1]	21.46 [1]	23.35 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	1.9	5.6 [1]	12.7 [E,1]	5.9 [E,1]	3.6 [E,1]
10 to 19.99 dollars per hour [2]	22.6	32.1 [1]	41.2 [1]	36.2 [1]	28.4 [1]
20 to 24.99 dollars per hour [2]	17.2	16.3	14.4 [1]	17.1 [E]	16.6
25 to 34.99 dollars per hour [2]	32.8	22.9 [1]	13.9 [1]	21.2 [1]	25.9 [1]
35 dollars or more per hour [2]	25.6	23.1 [1]	17.8 [E,1]	19.7 [E,1]	25.5
Employer-sponsored					
Pension plan [2,3,4]	67.1	74.6	72.4		75.5
Life insurance [2,3,4]	75.4	71.5	49.6 [E,1]		80.5
Supplemental medical [2,3,4]	65.2	74.7	64.9 [E]		78.7
Dental coverage [2,3,4]	63.4	67.9	62.7 [E]		70.1
	days				
Vacation leave entitlement per year [2,3,4]	19.3	22.0	17.8		23.7
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	35.8	35.0 [1]	32.5 [1]	34.4 [1]	35.8
Average usual hours per week, multiple job-holders only	43.5	41.4 [1]	45.7	37.5 [1]	42.1
	percent				
Multiple-job holder	6.9	7.8 [1]	6.5 [E]	11.4 [E,1]	7.1
Worked any unpaid overtime	34.9	25.6 [1]	19.3 [1]	17.0 [1]	29.9 [1]
Worked 50 hour or more workweek	7.5	9.9 [1]	5.7 [E,1]	11.9 [E,1]	10.4 [1]
Part-time position	14.6	20.5 [1]	27.2 [1]	23.5 [1]	18.0 [1]
Why part time					
Childcare	25.2	13.2 [1]	F	F	15.6 [E,1]
Going to school	9.7	21.6 [1]	51.0 [E,1]	23.5 [E,1]	9.5 [E]
Personal preference	25.8	20.1 [1]	F	F	28.7
Involuntary	29.5	37.6 [1]	24.6 [E,1]	55.5 [1]	35.9 [1]
Percentage allowed to work reduced workweek [2,3,4]	5.2	F	F		F
Percentage allowed to work compressed workweek [2,3,4]	3.6	F	F		F
Percentage allowed to work flexible hours [2,3,4]	46.6	45.8 [E]	35.8 [E]		49.9 [E]
Job stability and security					
Temporary job [2]	14.8	25.0 [1]	50.3 [1]	34.9 [1]	15.2
Current job tenure					
1 to 12 months	13.2	20.7	40.7	22.6	15.1
13 to 60 months	30.2	37.1	48.5	49.5	30.7
61 to 120 months	25.6	20.6	8.6	20.9	23.5
121 to 240 months	21.5	17.3	F	6.6	24.4
240 or more months	9.5	4.3	F	F	6.3
Social dialogue and workplace relationships					
Union coverage [2]	64.2	47.3 [1]	29.4 [1]	45.2 [1]	52.8 [1]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	41.8	37.3 [E]	38.8 [E]		36.7 [E]
Received classroom training in past 12 months [2,3,4]	63.7	52.2	52.4		52.1 [E]
Overqualified university-educated workers	8.2	11.0	10.9 [E]	14.2 [E,1]	10.0

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table F
Employment quality indicators, Canadian born and immigrants by period of landing, employed art, culture, recreation and sport occupations aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	24.33	22.13 [1]	19.49 [1]	20.57 [1]	23.21 [1]
Average hourly wage, job tenure 5 years or less [2]	22.73	21.29 [1]	19.04 [1]	21.32 [1]	22.07 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	1.9	F	F	F	F
10 to 19.99 dollars per hour [2]	35.3	42.9 [1]	52.4 [1]	F	36.2
20 to 24.99 dollars per hour [2]	21.4	24.4	F	F	25.9 [E]
25 to 34.99 dollars per hour [2]	27.2	18.9 [1]	F	F	21.5 [1]
35 dollars or more per hour [2]	14.2	10.2 [E,1]	F	F	11.9 [E]
Employer-sponsored					
Pension plan [2,3,4]	37.0	31.5	F		36.7
Life insurance [2,3,4]	65.4	52.3 [E]	F		57.4 [E]
Supplemental medical [2,3,4]	56.5	62.3 [E]	F		69.2 [E]
Dental coverage [2,3,4]	65.8	62.6 [E]	F		68.9 [E]
	days				
Vacation leave entitlement per year [2,3,4]	14.8	14.4 [E]	F	F	15.9 [E]
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	35.1	34.9	38.7 [1]	33.4	34.4
Average usual hours per week, multiple job-holders only	43.1	45.0	42.8 [E]	42.5	46.5 [1]
	percent				
Multiple-job holder	10.9	7.2 [E,1]	F	F	6.5 [E,1]
Worked any unpaid overtime	19.1	16.1 [E]	F	F	17.4 [E]
Worked 50 hour or more workweek	10.3	12.2 [1]	F	F	11.6
Part-time position	22.0	25.1 [1]	19.2 [E]	28.9 [E]	25.4 [1]
Why part time					
Childcare	20.5	22.7 [E]	F	F	20.3 [E]
Going to school	5.9 [E]	F	F	F	F
Personal preference	27.9	26.3	F	F	23.9
Involuntary	35.6	36.5	F	F	42.6 [E]
Percentage allowed to work reduced workweek [2,3,4]	4.2	F	F		F
Percentage allowed to work compressed workweek [2,3,4]	6.8	F	F		F
Percentage allowed to work flexible hours [2,3,4]	38.8	59.3 [E]	F		59.2 [E]
Job stability and security					
Temporary job [2]	16.7	16.4 [E]	F	F	16.2 [E]
Current job tenure					
1 to 12 months	18.3	17.2	F	27.1	15.0
13 to 60 months	34.6	34.8	62.1	37.4	27.9
61 to 120 months	21.4	21.5	F	28.3	22.8
121 to 240 months	17.5	19.3	F	F	24.0
241 or more months	8.3	7.3 [E]	F	F	10.2
Social dialogue and workplace relationships					
Union coverage [2]	31.7	24.6 [1]	F	F	30.7 [E]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	24.0	F	F		F
Received classroom training in past 12 months [2,3,4]	25.0	F	F		F
Overqualified university-educated workers	36.2	41.8 [1]	30.9 [E]	38.5	46.7 [1]

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table G

Employment quality indicators, Canadian born and immigrants by period of landing, employed in sales and service occupations aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	17.41	14.46 [1]	12.68 [1]	13.56 [1]	15.36 [1]
Average hourly wage, job tenure 5 years or less [2]	15.29	13.45 [1]	12.42 [1]	13.28 [1]	14.11 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	16.4	24.2 [1]	33.4 [1]	26.5 [1]	20.2 [1]
10 to 19.99 dollars per hour [2]	53.6	59.3 [1]	57.9 [1]	61.8 [1]	59.0 [1]
20 to 24.99 dollars per hour [2]	13.6	9.2 [1]	4.2 [E,1]	7.6 [1]	11.5 [1]
25 to 34.99 dollars per hour [2]	10.7	5.2 [1]	2.7 [E,1]	2.8 [E,1]	6.7 [1]
35 dollars or more per hour [2]	5.7	2.2 [1]	F	F	2.6 [1]
Employer-sponsored					
Pension plan [2,3,4]	21.8	18.8 [E]	F		20.9 [E]
Life insurance [2,3,4]	44.0	31.0 [1]	25.5 [E,1]		32.9 [E]
Supplemental medical [2,3,4]	39.1	32.4	F		36.5 [E]
Dental coverage [2,3,4]	43.6	41.0	36.2 [E]		42.6
	days				
Vacation leave entitlement per year [2,3,4]	12.0	10.5	8.1 [E,1]		11.3
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	35.1	35.3	34.3 [1]	35.1	35.7 [1]
Average usual hours per week, multiple job-holders only	46.1	48.8 [1]	46.2	48.1	50.0 [1]
	percent				
Multiple-job holder	6.1	6.2	6.6	6.4	6.0
Worked any unpaid overtime	9.6	4.8 [1]	3.0 [E,1]	2.6 [E,1]	6.1 [1]
Worked 50 hour or more workweek	5.4	6.4 [1]	4.7 [E]	6.3 [E]	7.0 [1]
Part-time position	21.1	22.4 [1]	24.9 [1]	22.8	21.6
Why part time					
Childcare	19.7	18. [1]	12.9 [E,1]	28.9 [1]	16.7 [1]
Going to school	7.6	10.4 [1]	21.2 [1]	13.6 [E,1]	5.4 [E,1]
Personal preference	24.4	18.2 [1]	14.9 [E,1]	12.3 [E,1]	21.3 [1]
Involuntary	35.0	40.4 [1]	42.0 [1]	36.2	41.1 [1]
Percentage allowed to work reduced workweek [2,3,4]	9.8	10.2 [E]	F		12.6 [E]
Percentage allowed to work compressed workweek [2,3,4]	6.0 [E]	4.0 [E]	F		4.7 [E]
Percentage allowed to work flexible hours [2,3,4]	38.6	37.9	37.7 [E]		37.9
Job stability and security					
Temporary job [2]	7.6	10.0 [1]	14.3 [1]	10.2 [1]	8.4 [1]
Current job tenure					
1 to 12 months	20.8	27.5	44.1	32.1	20.9
13 to 60 months	33.1	39.0	49.9	44.4	34.0
61 to 120 months	20.6	17.4	4.1 [E]	21.3	20.5
121 to 240 months	16.9	12.1	1.7 [E]	F	18.5
241 or more months	8.6	4.0	F	F	6.2
Social dialogue and workplace relationships					
Union coverage [2]	28.7	21.9 [1]	14.2 [1]	22.2 [1]	24.6 [1]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	27.3	27.3 [E]	29.6 [E]		F
Received classroom training in past 12 months [2,3,4]	31.0	24.9 [E]	33.0 [E]		22.1 [E]
Overqualified university-educated workers	100.0	100.0	100.0	100.0	100.0

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table H

Employment quality indicators, Canadian born and immigrants by period of landing, employed in trades, transport and equipment operators occupations aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	22.58	20.42 [1]	17.61 [1]	19.08 [1]	21.56 [1]
Average hourly wage, job tenure 5 years or less [2]	21.20	18.97 [1]	17.35 [1]	18.71 [1]	19.88 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	1.9	5.4 [1]	10.6 [E,1]	5.7 [E,1]	4.0 [1]
10 to 19.99 dollars per hour [2]	38.2	46.4 [1]	55.6 [1]	56.0 [1]	41.1 [1]
20 to 24.99 dollars per hour [2]	23.0	19.8 [1]	15.3 [E,1]	16.4 [E,1]	22.0
25 to 34.99 dollars per hour [2]	29.9	23.8 [1]	16.7 [1]	19.1 [1]	27.0 [1]
35 dollars or more per hour [2]	7.0	4.7 [1]	F	F	6.0 [1]
Employer-sponsored					
Pension plan [2,3,4]	28.4	31.8 [E]	F		35.8 [E]
Life insurance [2,3,4]	62.6	62.7	F		70.7
Supplemental medical [2,3,4]	55.4	61.1	F		68.5 [1]
Dental coverage [2,3,4]	61.6	63.4	F		70.8
	days				
Vacation leave entitlement per year [2,3,4]	14.1	12.7	10.5 [1]		13.3
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	42.0	42.0	41.2 [1]	42.1	42.2
Average usual hours per week, multiple job-holders only	55.0	58.3 [1]	52.9	57.1	59.5 [1]
	percent				
Multiple-job holder	2.9	2.9	F	3.0	3.1
Worked any unpaid overtime	3.8	3.6	F	3.9 [E]	3.5
Worked 50 hour or more workweek	15.6	16.7 [1]	12.8 [1]	17.6 [1]	17.4 [1]
Part-time position	3.8	4.6 [1]	5.6 [E,1]	4.7 [E]	4.3 [1]
Why part time					
Childcare	9.8	F	F	F	F
Going to school	F	F	F	F	F
Personal preference	24.6	16.5 [E,1]	F	F	19.0 [E,1]
Involuntary	48.9	61.7 [1]	71.3 [E,1]	60.6 [E]	59.0 [1]
Percentage allowed to work reduced workweek [2,3,4]	3.1	1.4 [E]	F		1.6 [E]
Percentage allowed to work compressed workweek [2,3,4]	11.7	7.9 [E]	F		7.6 [E]
Percentage allowed to work flexible hours [2,3,4]	34.6	33.0 [E]	F		35.8 [E]
Job stability and security					
Temporary job [2]	10.3	9.4 [1]	14.5 [E,1]	11.5 [E]	7.4 [1]
Current job tenure					
1 to 12 months	19.8	21.5	44.9	19.1	16.6
13 to 60 months	30.2	37.1	49.1	54.0	29.7
61 to 120 months	19.2	18.8	F	23.1	21.1
121 to 240 months	18.1	15.6	F	3.1 [E]	22.4
241 or more months	12.8	7.0	F	F	10.2
Social dialogue and workplace relationships					
Union coverage [2]	41.8	31.1 [1]	23.1 [1]	28.4 [1]	34.0 [1]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	26.5	19.8 [E]	F		20.5 [E]
Received classroom training in past 12 months [2,3,4]	40.2	34.7	F		40.5 [E]
Overqualified university-educated workers	100.0	100.0	100.0	100.0	100.0

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table I

Employment quality indicators, Canadian born and immigrants by period of landing, employed in occupations unique to the primary industry aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	21.15	16.26 [1]	14.50 [1]	16.72 [1]	16.73 [1]
Average hourly wage, job tenure 5 years or less [2]	20.46	15.43 [1]	14.60 [1]	16.57 E [1]	15.45 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	8.0	16.9 E [1]	F	F	14.7 E [1]
10 to 19.99 dollars per hour [2]	41.8	58.3 [1]	60.3 E [1]	56.1 E [1]	58.3 [1]
20 to 24.99 dollars per hour [2]	18.0	10.9 E [1]	F	F	F
25 to 34.99 dollars per hour [2]	23.3	12.1 E [1]	F	F	15.0 E [1]
35 dollars or more per hour [2]	8.9	F	F	F	F
Employer-sponsored					
Pension plan [2,3,4]	32.7	F	F		F
Life insurance [2,3,4]	77.8	F	F		F
Supplemental medical [2,3,4]	68.8	F	F		F
Dental coverage [2,3,4]	73.0	F	F		F
	days				
Vacation leave entitlement per year [2,3,4]	13.0	13.8	F		13.8
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	48.4	44.7 [1]	40.9 [1]	43.7 [1]	45.9 [1]
Average usual hours per week, multiple job-holders only	66.5	60.1 [1]	55.5 [1]	58.4	61.2
	percent				
Multiple-job holder	6.3	5.2 E	F	F	F
Worked any unpaid overtime	6.5	F	F	F	F
Worked 50 hour or more workweek	42.0	29.5 [1]	F	F	33.3 [1]
Part-time position	7.9	8.8	F	F	7.8
Why part time					
Childcare	15.2	F	F	F	F
Going to school	F	F	F	F	F
Personal preference	36.5	F	F	F	F
Involuntary	2.2	F	F	F	F
Percentage allowed to work reduced workweek [2,3,4]	4.2	F	F		F
Percentage allowed to work compressed workweek [2,3,4]	17.3	F	F		F
Percentage allowed to work flexible hours [2,3,4]	35.2	F	F		F
Job stability and security					
Temporary job [2]	24.1	24.2	F	F	22.7 E
Current job tenure					
1 to 12 months	17.4	22.3	37.8 E	F	17.2 E
13 to 60 months	24.0	34.4	52.4	37.6 E	29.1
61 to 120 months	16.4	17.8 E	F	F	19.1 E
121 to 240 months	19.0	19.0 E	F	F	25.5
241 or more months	23.2	6.5 E	F	F	9.1 E
Social dialogue and workplace relationships					
Union coverage [2]	21.8	17.6 E [1]	F	F	23.1 E
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	36.1	F	F	F	F
Received classroom training in past 12 months [2,3,4]	58.0	F	F	F	F
Overqualified university-educated workers	100.0	100.0	100.0	100.0	100.0

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table J
Employment quality indicators, Canadian born and immigrants by period of landing, employed in occupations unique to manufacturing, processing and utilities aged 25 to 54, 2008

	Canadian born	Total immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	20.32	16.32 [1]	14.10 [1]	15.87 [1]	17.17 [1]
Average hourly wage, job tenure 5 years or less [2]	17.36	14.69 [1]	13.93 [1]	15.25 [1]	15.04 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	4.4	13.2 [1]	20.0 [1]	11.0 [1]	11.7 [1]
10 to 19.99 dollars per hour [2]	49.7	62.0 [1]	67.0 [1]	67.5 [1]	58.7 [1]
20 to 24.99 dollars per hour [2]	20.3	13.8 [1]	8.7 [E,1]	11.4 [E,1]	16.1 [1]
25 to 34.99 dollars per hour [2]	21.2	9.3 [1]	4.2 [E,1]	8.9 [E,1]	11.1 [1]
35 dollars or more per hour [2]	4.5	1.7 [E,1]	F	F	2.3 [E,1]
Employer-sponsored					
Pension plan [2,3,4]	36.1	21.2 [1]	16.3 [E,1]		22.8 [1]
Life insurance [2,3,4]	70.0	63.3	53.0		66.6
Supplemental medical [2,3,4]	62.0	54.6	63.0		51.8
Dental coverage [2,3,4]	65.7	60.8	56.5		62.0
	days				
Vacation leave entitlement per year [2,3,4]	16.1	14.4	16.0 [E]		13.9 [1]
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	39.9	39.7 [1]	39.2 [1]	39.6 [1]	39.9
Average usual hours per week, multiple job-holders only	53.7	57.9 [1]	53.6	56.9	59.3 [1]
	percent				
Multiple-job holder	2.8	3.6 [1]	F	F	3.8 [1]
Worked any unpaid overtime	3.5	2.5 [1]	F	F	2.6 [E,1]
Worked 50 hour or more workweek	4.0	2.9 [1]	F	F	2.9 [E,1]
Part-time position	3.6	2.3 [1]	F	F	1.9 [E,1]
Why part time					
Childcare	F	F	F	F	F
Going to school	F	F	F	F	F
Personal preference	21.3	F	F	F	F
Involuntary	48.1	39.5 [1]	F	F	F
Percentage allowed to work reduced workweek [2,3,4]	2.3 [E]	4.8 [E]	F		F
Percentage allowed to work compressed workweek [2,3,4]	13.9	4.8 [E,1]	F		F
Percentage allowed to work flexible hours [2,3,4]	21.0	14.4 [E,1]	F		16.3 [E]
Job stability and security					
Temporary job [2]	5.9	7.1 [1]	13.6 [E,1]	8.7 [E,1]	4.5 [1]
Current job tenure					
1 to 12 months	12.9	18.2	42.5	18.7	10.5
13 to 60 months	24.1	35.3	54.5	50.1	24.9
61 to 120 months	21.4	19.8	F	24.2	24.3
121 to 240 months	24.1	19.2	F	5.5 [E]	28.9
241 or more months	17.6	7.4	F	F	11.4
Social dialogue and workplace relationships					
Union coverage [2]	43.3	25.8 [1]	21.5 [1]	22.9 [1]	28.1 [1]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2,3,4]	28.0	29.3 [E]	31.9 [E]		28.5 [E]
Received classroom training in past 12 months [2,3,4]	35.8	20.5 [E,1]	F		19.2 [E,1]
Overqualified university-educated workers	100.0	100.0	100.0	100.0	100.0

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).

Table K
People reporting work injury, by immigrant status, persons aged 25 to 54 who worked in past year, Canada, 2003

	Non-immigrants	Immigrants
	percent	
Occupational classification		
Total	4.2	2.7 [1]
Management occupations	2.5	2.7 [E]
Business, finance, administration	1.9	F
Natural & Applied Sciences and Related Occupations	3.4	F
Health Occupations	3.2	3.1 [E]
Occupations in Social Science, Education, Government Service & Religion	1.6	F
Occupations in Art, Culture, Recreation & Sport	F	F
Sales & Service Occupations	3.7	1.7 [E,1]
Trades, Transport & Equipment Operators & Related Occupations	9.7	7.5 [E]
Occupations unique to Primary Industry	7.4	F
Occupations unique to Processing, Manufacturing & Utilities	8.0	5.8 [E]

1. Significantly different from estimate for Non-immigrants ($p<0.05$; bootstrapped)
Source(s): Canadian Community Health Survey, cycle 2.1, 2003

Appendix IV — Employment quality indicators, employed population aged 55 and over, 2008

Table A
Employment quality indicators, Canadian born and immigrants by period of landing, employed population aged 55 and over, 2008

	Canadian born	Total landed immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	dollars				
Income and benefits from employment					
Average hourly wage [2]	23.26	22.63 [1]	13.98 [1]	18.28 [1]	23.14
Average hourly wage, job tenure 5 years or less [2]	19.54	19.17	13.29 [1]	16.35 [1]	20.03 [1]
	percent				
Wage distribution, percentage earning					
Less than 10 dollars per hour [2]	7.8	8.6 [1]	32.8 [1]	15.4 [1]	7.4
10 to 19.99 dollars per hour [2]	40.4	43.6 [1]	53.1 [1]	58.4 [1]	42.5 [1]
20 to 24.99 dollars per hour [2]	16.1	14.3 [1]	5.9 [E,1]	F	14.8 [1]
25 to 34.99 dollars per hour [2]	19.6	17.6 [1]	F	5.2 [E,1]	18.7 [1]
35 dollars or more per hour [2]	16.2	16.0	F	F	16.6
Employer-sponsored					
Pension plan [2,3,4]	35.2	38.8	F		38.8
Life insurance [2,3,4]	59.8	67.4	F		67.6
Supplemental medical [2,3,4]	49.2	57.2	F		58.8
Dental coverage [2,3,4]	49.9	61.1	F		61.7
	days				
Vacation leave entitlement per year [2,3,4]	16.9	17.9	12.4 [E]		18.1
	hours				
Working hours and work-life balance					
Average usual hours per week, main job	35.9	36.8 [1]	37.4 [1]	36.3	36.8 [1]
Average usual hours per week, multiple job-holders only	46.3	48.6 [1]	47.0	49.0	48.7 [1]
	percent				
Multiple-job holder	4.4	4.1	F	2.3 [E,1]	4.1
Worked any unpaid overtime	13.2	11.3 [1]	F	F	11.8 [1]
Worked 50 hour or more workweek	11.6	11.1	F	11.8 [E]	11.1
Part-time position	23.7	19.2 [1]	24.6 [E]	16.2 [E,1]	19.2 [1]
Why part time					
Personal preference	74.7	66.8 [1]	F	46.2 [1]	67.6 [1]
Involuntary	14.6	18.3 [1]	F	32.8 [E,1]	17.7 [1]
Other	10.7	14.9 [1]	F	21.0 [1]	14.7 [1]
Percentage allowed to work reduced workweek [2,3,4]	3.0 [E]	F	F		F
Percentage allowed to work compressed workweek [2,3,4]	3.5 [E]	F	F		F
Percentage allowed to work flexible hours [2,3,4]	3.5 [E]	52.1	F		59.9

See notes at the end of the table.

Table A – continued

Employment quality indicators, Canadian born and immigrants by period of landing, employed population aged 55 and over, 2008

	Canadian born	Total landed immigrants	Immigrants, landed within previous 5 years	Immigrants, landed more than 5 to 10 years earlier	Immigrants, landed more than 10 years earlier
	percent				
Job stability and security					
Temporary job [2]	11.4	8.7 [1]	17.5 [E,1]	17.6 [E,1]	8.0 [1]
Current job tenure					
1 to 12 months	9.0	8.7	32.4	15.4 [E]	7.7
13 to 60 months	17.41	19.2	47.2	38.0	17.5
61 to 120 months	16.0	18.0	10.4 [E]	34.5	17.4
121 to 240 months	22.0	25.5	F	8.4 [E]	27.0
241 months or more	35.6	28.6	6.4 [E]	3.7 [E]	30.4
Social dialogue and workplace relationships					
Union coverage [2]	37.7	33.1 [1]	15.1 [E,1]	19.3 [E,1]	34.4 [1]
Skills development and life-long learning					
Received on-the-job training in past 12 months [2, 3]	24.6	26.8	F	F	26.2
Received classroom training in past 12 months [2, 3]	31.1	33.3	F	F	34.7
Overqualified university-educated workers	38.5	48.6 [1]	83.7 [1]	61.4 [1]	46.5 [1]

1. Significantly different from the respective Canadian-born value ($p<0.05$).
2. Employees only (i.e., self-employed excluded).
3. Workplace and Employee Survey, 2005.
4. Data for "Immigrants, landed within previous 5 years" and "Immigrants, landed more than 5 to 10 years earlier" have been grouped under the former category.

Source(s): Statistics Canada, Labour Force Survey (unless otherwise noted).